



PSESD Racially Equitable Hiring Practices

The path to equitable hiring practices

- ❖ What goes into the process
- ❖ Interview process and panel responsibilities
- ❖ Onboarding

Why Racially Equitable Hiring Practices?

What is your “why?”

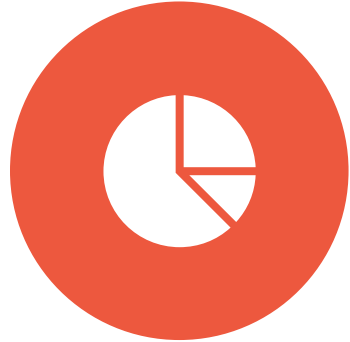
At PSESD:

- ❖ Aligns with being an Antiracist Multicultural Organization
- ❖ Ensures progress toward, and achievement of our End: Success For Each Child & Eliminate the Opportunity Gap by Leading with Racial Equity
- ❖ HR & OD Mission: To cultivate a diverse, inspired and talented workforce through equitable and inclusive services, systems and practices that support employee engagement, development and retention.

Culture Setting

- ❖ 2-Day Foundational Racial Equity Training
- ❖ Antiracist Leadership Competencies
- ❖ Antiracist Supervisor Training
- ❖ Applicant to Hire Report
- ❖ Competency-Based Leadership Development & Evaluation System
- ❖ Interracial Dialogue/Affinity Groups/Diversity Coaching
- ❖ Principles and Practices that Form Our Culture
- ❖ Racial Equity Policy
- ❖ Racial Equity Tool
- ❖ Workforce Diversity, Equity & Inclusion Report

Three key phases



BEFORE HIRING



DURING HIRING



AFTER HIRING

Before (Planning & Preparation)

Equitable hiring begins long before the interview process:

- ❖ Careers page language
- ❖ Hiring Guide
- ❖ Job description minimum education requirements
- ❖ Job advertising language/where we advertise
- ❖ Staff referrals
- ❖ Diverse interview panel (identified by hiring manager)
- ❖ Diverse candidate pool (before/after screening)

Before (continued)

- ❖ Interview questions and look for
- ❖ Knowledge, Skills, & Abilities (KSAs)
- ❖ Competencies

During

- ❖ Be fully present (avoid mobile device, email, etc.)
- ❖ Remain open to diverse responses
- ❖ Salary placements (experience & internal equity)
- ❖ Interviewer/interview panel awareness of own biases



Bias: Implicit/Unconscious

“The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.”

Kirwan Institute for the Study of Race and Ethnicity, *State of the Science: Implicit Bias Review 2014*, p.16, www.KirwanInstitute.osu.edu

Bias Awareness...

“I don’t think this person will be a good fit”

“This candidate didn’t seem to have a strong background based on their answers, I wonder about their ability to perform the duties of the position.”

“This candidate went to the same college as me! It is a great program. I know they are well prepared for this position.”

“While the candidate performs well in the job they are currently doing, I didn’t hear about skills that transfers to this management position.”

“They spent WAY too long answering questions. They obviously can’t be concise. Therefore, I don’t want to hire them.”

Break Out (5 minutes)

- ❖ What are some ways you have seen bias show up in the hiring process?
- ❖ What strategies have you used to support inclusive and racially equitable hiring?

Increase Awareness of Your Bias

You can begin by taking the bias test on race:

<https://implicit.harvard.edu/implicit/backgroundinformation.html>



Interview Panel Role and Responsibilities

- ❖ Provide perspective on candidates for positions
 - ❖ Help the hiring manager assess skills and talents
- ❖ Consensus or input?
 - ❖ Hiring manager shares with panel if they are seeking consensus or input regarding which candidate(s) to invite for a second interview (or hire)



Onboarding

- ❖ Continued interest in new employee
- ❖ Clear onboarding process
- ❖ Set clear expectations
- ❖ Assign a work buddy
- ❖ Address supervisor & employee concerns early
- ❖ Initial goals/Check-ins

Retention

- ❖ Check-ins
- ❖ Awareness of your staff's individual needs
- ❖ Establish/foster conditions that support a diverse workforce
 - ❖ At PSESD → Center Antiracist Leadership Competencies:
 - ❖ Cultural Proficiency
 - ❖ Racial Equity Advocate
 - ❖ Racial Equity Mindset
 - ❖ Transformational Values)

Break Out (5 minutes)

- ❖ How might you create the conditions to hire and support a diverse workforce?

Questions

